

Abstrak

Andika Putra Cendana, 111211132031, Hubungan antara *Job Insecurity* dan *Self-Perceived Employability* dengan *Subjective Well-Being* Pada Pegawai Negeri Sipil Sekretariat Daerah Kabupaten Rembang Jawa Tengah Terkait Rasionalisasi, *Skripsi*, Fakultas Psikologi Universitas Airlangga Surabaya, 2016.

xx + 86 Halaman + 43 Lampiran

Penelitian ini bertujuan untuk menguji hubungan antara *Job Insecurity* dan *Self-Perceived Employability* dengan *Subjective Well-Being* pada Pegawai Negeri Sipil Sekretariat Daerah Kabupaten Rembang Jawa Tengah terkait Rasionalisasi yang akan diberlakukan. Penelitian menggunakan definisi *Job Insecurity* berdasar dari Hans De Witte (2005), definisi *Self-Perceived Employability* berdasar dari Rothwell dan Arnold (2007), dan definisi *Subjective Well-Being* berdasar Deci dan Ryan (2008). Berdasar dari penelitian sebelumnya, penulis memiliki hipotesis bahwa akan ada hubungan negatif antara *Job Insecurity* dan *Subjective Well-Being* dan hubungan positif antara *Self-Perceived Employability* dan *Subjective Well-Being*.

Penelitian ini dilakukan dengan pendekatan kuantitatif dan menggunakan pengambilan data dengan survey berupa kuesioner. Penelitian ini dilakukan kepada 110 Pegawai Negeri Sipil yang bekerja di Sekretariat Daerah Kabupaten Rembang. Alat ukur yang digunakan dalam pengumpulan data adalah alat ukur *Job Insecurity Scale* (Elst, Witte, & Cuyper, 2014) dengan jumlah 4 item dan reliabilitas 0,498, alat ukur *Subjective Well-Being Life Satisfaction* (Diener, Emmons, Larsen, & Griffin, 1985) dengan jumlah 4 item dan reliabilitas 0,769 dan alat ukur *Self-Perceived Employability* (Rothwell & Arnold, 2007) dengan jumlah item 16 dan reliabilitas 0,910

Analisis data pada penelitian menggunakan *Spearman's Rho*, dengan hasil yang tidak signifikan mengenai hubungan *Job Insecurity* dengan *Subjective Well-Being*, yaitu dengan signifikansi 0,156 untuk *Job Insecurity* dan hubungan yang signifikan pada hubungan antara *Self-Perceived Employability* dengan *Subjective Well-Being* dengan signifikansi 0,008. Dari hasil tersebut dapat disimpulkan bahwa tidak ada hubungan antara *Job Insecurity* dengan *Subjective Well-Being* dan adanya hubungan antara *Self-Perceived Employability* dengan *Subjective Well-Being* pada Pegawai Negeri Sipil Sekretariat Daerah Kabupaten Rembang Jawa Tengah

Kata Kunci: *subjective well-being, job insecurity, self-perceived employability*

Daftar Pustaka 46, (1984-2016)

Abstract

Andika Putra Cendana, 111211132031, The Relation of Job Insecurity and Employability with Subjective Well-Being about Rasionalisasi among Civil Servant of Sekretariat Daerah, Middle Java Region, Rembang District, *Undergraduate Thesis*, Faculty of Psychology, Universitas Airlangga, 2016.
xx+86 pages+ 45 appendix

The aim of this research is to examine the relation between Job Insecurity and Self-Perceived Employability with Subjective Well-Being about Rasionalisasi among Civil Servant of Sekretariat Daerah, Middle Java Region, Rembang District. The definition that is used in this research is as follows, *Job Insecurity* based on Hans De Witte (2005), *Self-Perceived Employability* based on Rothwell and Arnold (2007), and *Subjective Well-Being* based on Deci and Ryan (2008). Based on previous research, we hypothesized that *Job Insecurity* will related negatively with *Subjective well-being* and *Employability* will related *positively* with *Subjective Well-Being*.

This research used a Quantitative approach and data were collected using Survey method. This Research use 110 civil servant in Sekretariat Daerah, Middle Java region, Rembang District as a sample. Data were collected with *Job Insecurity Scale* (Elst, Witte, & Cuyper, 2014) that consist of 4 items with reliability of 0.498, *Subjective Well-Being Life Satisfaction* (Diener, Emmons, Larsen, & Griffin, 1985) that consist of 4 items with reliability of 0,769 and *Self-Perceived Employability* (Rothwell & Arnold, 2007) that consist of 16 items with reliability of 0,910.

Collected data then analyzed using Spearman's Rho. The result of Spearman's Rho analysis showed that, Job Insecurity did not significantly related with Subjective Well-Being and Self-Perceived Employability did related with Subjective Well-Being. Therefore It can be concluded that there is no relation between Job Insecurity and Subjective Well-Being and a relation between Self-Perceived Employability and Subjective Well-Being among Civil Servant of Sekretariat Daerah, Middle Java Region, Rembang District.

Kata Kunci: *subjective well-being, job insecurity, self-perceived employability*

References 46, (1984-2016)